

STAFFING OBJECTION EXAMPLES-SAFETY ISSUES 8/1/23

- Random Samples of Staffing Objections/Safety Issues that were submitted to the Director, CNO, and HR (February 2023-July2023)
- ED, 5th, 6th, 7th, 8th, L&D, ICU

Sally Remmel

UNIT: 7th floor
Telemed/vent/stroke
SHIFT: 7p-7AM



DATE: 06.18.2023

Fax to: 714-970-5133

②

UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

STAFFING OBJECTIONS

E-MAILED JUL 31 2023

7208, 7209, 7212, 7215
Celestine Bealock RN
Paul Shapiro RN

Part I

Nurse/s Employed at: Saint Francis Medical Center

herby protest my assignment as: Primary Nurse Charge Nurse LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that:

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients. 7209 - two near missed falls
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care. NO CNAS

- LVN coverage causing OOR. 7/10/23 HTAT IV Hydrocortisone 9/6
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech.; Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff.
- No breaker
- OOR (#of pts per nurse)
- MICN with other Assignment (Trauma / Break relief)
- Other (please specify) 7208, 7209, 7212, 7215 (High Total care) confused patients - removed 5/12/23, 12/09 - removed. Brewick = 03

#Beds/Pt's: _____ Census of Unit: _____

Part III

Acuity: High Average Low Clerk: Yes No

Part IV

| | Shift | |
|----------|---------------|--------|
| | Regular/Float | Casual |
| RN | | |
| LVN | | |
| Aide | | |
| Registry | | |

7215 @ 20 - suctioning (vent)
 No Charge Nurse
Bipap - removed by patient (refusing 08-02 Sat 90-84%)
> 4 accuchecks = Total 6.

Part V

Notification: notified supervisor/other supervisor response Aware of NO CNAS and removal of sister 7208
Comments / Additional Information: This was/is a very dangerous assignment & help

00R/ICU / MICU / Adults TC

UNIT: ED

SHIFT: Night



DATE: 7.12.23

Fax to: 714-970-5133

UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

STAFFING OBJECTIONS

E-MAILED JUL 31 2023

2

Donna Enriquez

Jada Pinkney

Vanessa Ruiz

Sharon Kim

Amel Ruiz

Part I

Nurse/s Employed at: Saint Francis Medical Center

Angel Aguilera Dwetha Jayasinghe

hereby protest my assignment as: Primary Nurse Charge Nurse LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that:

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech.; Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff
- No breaker
- OOR (# of pts per nurse) 1 pm + 3 pt
- MICN with other Assignment (Trauma / Break relief) (5 pm)
- Other (please specify) TD

Part III

#Beds/Pt's: _____ Census of Unit _____

Acuity: High Average Low Clerk: Yes No

Part IV

| | Shift | |
|----------|---------|--------------|
| | Regular | Float Casual |
| RN | | |
| LVN | | |
| Aide | | |
| Registry | | |

01000 45 pts / 2 Adm
0200 30 pts / 3 Adm
0300 36 pts / 1 Adm
0400 52 pts / 2 Adm
 No Charge Nurse
0500 22 pts / 3 Adm
0600 16 pts / 3 Adm

Part V

ACTION: Notified supervisor/other Carhanna, El Director

Supervisor response _____

07/19/2023

Part VI

Comments / Additional Information: _____

active labor



UNITED NURSES ASSOCIATIONS OF CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

E-MAILED JUL 31 2023

STAFFING OBJECTIONS

Part I

Lucy Centric vas RN
 Nurse/s Employed at: SFMC 7/13 ON
L10 HOSPITAL/CLINIC 10-7A SHIFT
 hereby protest my assignment as: Primary Nurse Charge Nurse LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that:

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increased acuity of patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.
- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e. Charge and Monitor Tech.; Charge and Break relief)
- Other (please specify) _____

Part III

#Beds/Pt's: _____ Census of Unit 4 Ratio: (number of patients per-nurse) 1:2
 Acuity: High Average Low Clerk: Yes No

Part IV

Shift

| | Regular/Float/Casual | Registry |
|-------|----------------------|----------|
| RN | <u>4</u> | |
| LVN | | |
| Aide | | |
| Other | <u>scrub tech</u> | |

Part V

ACTION:

Notified supervisor/other: AWare NAME/TITLE since Daily were made DATE/TIME

Supervisor response: _____

Part VI

Comments:

Pt. ratio is 1:2 had to take another active labor Pt. due to short staffed.

UNIT: Tele
SHIFT: Night

Fax 714/111-1111
DATE: 07/14/23



UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

STAFFING OBJECTIONS

E-MAILED JUL 31 2023

①

Part I

MEL HANG KING

Nurse/s Employed at: Saint Francis Medical Center

hereby protest my assignment as: Primary Nurse Charge Nurse LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech; Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff
- No breaker
- OOR (# of pts per nurse) _____
- MICN with other Assignment (Trauma / Break relief)

Other (please specify) No Breaker, No Charge nurse, No CNA, Feeling lack of support.

Part III

#Beds/Pt's: _____ Census of Unit _____ Acuity: High Average Low Clerk: Yes No

Part IV

| Shift | |
|--|----------------------|
| | Regular/Float Casual |
| <input checked="" type="checkbox"/> RN | <u>Mel Hang King</u> |
| <input type="checkbox"/> LVN | |
| <input type="checkbox"/> Aide | |
| <input type="checkbox"/> Registry | |

Staffing

No Charge Nurse

Part V

ACTION:
Notified supervisor/other _____
Supervisor response _____ NAME/TITLE _____ DATE/TIME _____

Part VI

Comments / Additional information: _____

TRIAL / ↑ # new L/D



E-MAILED JUL 31 2023

UNITED NURSES ASSOCIATIONS OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

STAFFING OBJECTIONS

Part I

Lucy Contreras RN Nurse/s Employed at: SFMC 7/14 on
L/D HOSPITAL/CLINIC 7P-7A on
 UNIT SHIFT
 hereby protest my assignment as: Primary Nurse Charge Nurse LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that:

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increased acuity of patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.
- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e. Charge and Monitor Tech.; Charge and Break relief)
- Other (please specify) _____

Part III

#Beds/Pt's: _____ Census of Unit 14 Ratio: (number of patients per-nurse) 1:2
 Acuity: High Average Low Clerk: Yes No

Part IV

Shift

| | Regular/Float Casual | Registry |
|-------|----------------------|----------|
| RN | 6 | 1 |
| LVN | | |
| Aide | | |
| Other | 5 scrub tech | |

Part V

ACTION:

Notified supervisor/other: Was called by Dayshift Charge Nurse
NAME/TITLE DATE/TIME
 Supervisor response: With no response

Part VI

Comments: Only staffed 1 triage nurse due to excessive pts worked in triage admitted. Circulated a d/s and recovered pt. Returned to triage where I stayed until 0600. Floor was staffed with 1 traveler and 3 new L/D nurse with only months of being off of training.

UNIT: ICU

SHIFT: Day



DATE: 7/15/23

Fax to: 714-970-5133

UNITED NURSES ASSOCIATION OF CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

Gary Williams

STAFFING OBJECTIONS

E-MAILED JUL 31 2023

Emily Strawn RN

Part I

Amara Seti Apurunnell

[Signature]

Viviana Abana RN

Nurses Employed at:

Saint Francis Medical Center

[Signature]

hereby protest my assignment as: Primary Nurse Charge Nurse LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that

I was not trained or experienced in area assigned.

LVN coverage causing OOR.

I was not given adequate staff for acuity (short staffed).

Functioning in multiple assignments/areas (i.e. Charge and Monitor Tech.; Charge and Break relief)

The unit was staffed with excessive registry.

Breaker flexed prior to providing break and meal relief to all staff

New Patients were transferred or admitted to unit without adequate staff.

No breaker

OOR (#of pts per nurse) 3 in ICU

MICN with other Assignment (Trauma / Break relief)

Other (please specify) 7 RNs 3:1

I was given an assignment which posed a potential threat to the health and safety of my patients.

I was involuntarily forced to work beyond my scheduled hours.

Increase acuity patients without adjustment to assignment.

Inadequate support staff to allow safe quality care.

Part III

#Beds/Pt's: _____ Census of Unit 34

Acuity: High Average Low Clerk: Yes No

Part IV

| Shift | |
|----------|----------------------|
| | Regular/Float Casual |
| RN | |
| LVN | |
| Aide | |
| Registry | |

Staffing

No Charge Nurse

Part V

ACTION: Notified supervisor/other Fran Morroy/Judith Okamoto

Supervisor response _____

Part VI

Comments / Additional Information: _____

Carol Thropay / Nurse (label in trip)

Fox to SANDY Marques @ 714-970-5133

at UNAC/UNCP @  909-599-8655

UNITED NURSES ASSOCIATIONS OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

STAFFING OBJECTIONS

E-MAILED JUL 31 2023

1

Part I

Carol Thropay
RN
RN
RN

Nurse/s Employed at: St. Francis Medical Center
Labor & Delivery HOSPITAL/CLINIC on
UNIT 7P-2A SHIFT
hereby protest my assignment as Primary Nurse Charge Nurse LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will, under protest, attempt to carry out the assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that:

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.

- Increased acuity of patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.
- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e. Charge and Monitor Tech; Charge and Break relief)

Other (please specify) intriage alone (supposed to be two nurses, working out of ratio, holding pts that are admitted as well as taking in pts that come in, active labor, pt active breech - NO lunch - no break

Part III

Beds/Pt's: _____ Census of Unit: _____
Acuity: High Average Low Clerk: Yes No

Ratio: (number of patients per nurse) _____

Part IV

Shift

| | Regular/Float Casual | Registry |
|-------|----------------------|----------|
| RN | | |
| LVN | | |
| Aide | | |
| Other | | |

Part V

NOTATION:

Chief supervisor/other: Margaret Ferguson RN charge 7/18/23

Response: Unit understaffed

Part VI

Comments:

UNIT: ED
SHIFT: 1900-0730

Roko/MICN/ICORAD
(ICU)

07/19/2023 -
07/20/2023



Fax to: 714-970-5133

UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

60

STAFFING OBJECTIONS

E-MAILED JUL 31 2023

Jessica ^{rosas} RN
Jana Pukney RN
Madehn ^{Alzayen} RN

Part I
Rosalia Ochoa RN
Nurse/s Employed at: Saint Francis Medical Center
Hazel Ruiz, RN Donna Fenquet, RN

hereby protest my assignment as: Primary Nurse Charge Nurse LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that:

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- Few Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e. Charge and Monitor Tech., Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff
- No breaker
- OOR (#of pts per nurse) ICU patient + tele (3) Total of 4pts
- MICN with other Assignment (Trauma / Break relief)
- Other (please specify) 1 Breaker

Part III

#Beds/Pt's: _____ Census of Unit _____

Acuity: High Average Low Clerk: Yes No

Part IV

| | Shift | |
|----------|-----------|--------------|
| | Regular | Float/Casual |
| RN | <u>10</u> | |
| LVN | | |
| Aide | | |
| Registry | | |

ICU
1900 37 pts / 10 Adm
2100 20 pts / 2 Adm
2300 Staffing 24pts / 3 Adm
 No Charge Nurse
0100 24pts / 1 Adm
0300 24pts / 4 Adm

Part V

ACTION: Notified supervisor/other Leanne (ER Director)

07/20/2023

Supervisor response _____

Part VI

0500 20pts / 3 Adm

Comments / Additional Information: _____

UNIT: 5th Floor

Floated to both

SHIFT: 7P-7A



DATE: 7/23/23

Fax to: 714-970-5133

UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

STAFFING OBJECTIONS

FILED JUL 31 2023

PNR Roxanne (MNT)

Part I

Nurse/s Employed at: Saint Francis Medical Center

hereby protest my assignment as: Primary Nurse Charge Nurse LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will, under protest, attempt to carry out the assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech; Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff.
- No breaker
- OOR (#of pts per nurse)
- MORN with other Assignment (Trauma / Break relief)
- Other (please specify) *was floated to both floor and had a very heavy assignment*

#Beds/Pt's: _____ Census of Unit: _____

Acuity: High Average Low Clerk: Yes No

Part IV

| Shift | |
|----------|----------------------|
| | Regular/Float Casual |
| RN | |
| LVN | |
| Aide | |
| Registry | |

Staffing
 No Charge Nurse

ACTION: Notified supervisor/other _____

Supervisor response _____ NAME/TITLE _____ DATE/TIME _____

Part VI

Comments / Additional Information: _____

Fax to Sandi Marques @ 714-970-5133 or submit to a SFRNA Officer or Representative

Reto/muco/TC Adm

UNIT: ER

SHIFT: NIGHT



DATE: 7/25/2023

Fax to: 714-970-5133

UNITED NURSES ASSOCIATION OF CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

②

STAFFING OBJECTIONS

E-MAILED JUL 31 2023

Part I

Luis Munoz Miron

Nurse/s Employed at: Saint Francis Medical Center

HAZEL ANNE MURRAY CN

HAZEL MURRAY JARA PINKNEY

ANSELME ANTEGA

hereby provided as: Primary Nurse Charge Nurse LVN Coverage RN

JESSICA ROSAS

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that:

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech.; Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff
- No breaker
- OOR (# of pts per nurse) 4:1 E ICU
- MICN with other Assignment (Trauma / Break relief)
- Other (please specify) _____

Part III

TC
@1400 50 pts. 1 Adm

Beds/PC's: _____ Census of Unit _____

Acuity: High Average Low Clerk: Yes No

HIGH CONSENSUS

Part IV

@2100 Staffing 50 pts. 2 Adm
 No Charge Nurse
@2300 53 pts. 1 Adm
@0100 48 pts. 1 Adm

| | Shift | |
|----------|---------|--------------|
| | Regular | Float Casual |
| RN | | |
| LVN | | |
| Aide | | |
| Registry | | |

Part V

ACTION: Notified supervisor/other LEAHANNE MURRAY

7/25/23

Supervisor response _____

@0300 48 pts. 2 Adm

Part VI

Comments / Additional Information: _____

@0500 35 pts. 2 Adm

UNIT: 5th Fl.

Ratio/LVN coverage / Resource

SHIFT: 7P-7A Floated to Unit



DATE: 7/27/23

Fax to: 714-970-5133

UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

STAFFING OBJECTIONS

E-MAILED JUL 31 2023

Donna Lim

Part I

Nurse/s Employed at: Saint Francis Medical Center

hereby protest my assignment as: Primary Nurse Charge Nurse LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that:

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff as given an assignment which posed a potential threat to health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech.; Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff.
- No breaker
- OOR (#of pts per nurse) 1:5 in telemetry. With LVN Coverage
- MICN with other Assignment (Trauma / Break relief)
- Other (please specify) No CNA on the floor. Floated from Med-Surg to tele. and still receiving high pts for assignment. Changed assignment during the shift due to short staff.

#Beds/Pt's: 34/36 Part III
(tele 6hr pt) Census of Unit: 34

Part IV

| | Shift |
|----------|----------------------|
| RN | Regular/Float Casual |
| LVN | |
| Aide | |
| Registry | |

Staffing
 No Charge Nurse

ACTION: Notified supervisor/other _____ Part V

Supervisor response NAME/TITLE _____ DATE/TIME _____

Comments / Additional Information: _____ Part VI

MICN/Reho/TC/Adm

UNIT: ER

SHIFT: 7P-7A

DATE: 07/29/2023

Fax to: 714-970-5133



UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

STAFFING OBJECTIONS

E-MAILED JUL 31 2023

Part I

Nurse/s Employed at: Saint Francis Medical Center

hereby protest my assignment as: Primary Nurse Charge Nurse LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- Low Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech.; Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff
- No breaker after 2300
- OOR (#of pts per nurse) 1 Ben + 3 Pts
- MICN with other Assignment (Trauma / Break relief)
- Other (please specify) multiple trauma

Part III

#Beds/Pt's: _____ Census of Unit _____

Acuity: High Average Low Clerk: Yes No

Part IV

| | Shift | |
|----------|---------------|--------------|
| | Regular | Float Casual |
| RN: | 7 | |
| LVN | | |
| Aide | 3 EMR / 1 CNA | |
| Registry | | |

Staffing
 No Charge Nurse
TC @ 1930 20 pts. @ 2 Adm
TC @ 2100 27 pts. @ 2 Adm
TC @ 2300 31 pts. @ 1 Adm
TC @ 0100 27 pts. @ 2 Adm
TC @ 0300 26 pts. @ 2 Adm
TC @ 0500 20 pts. @ 2 Adm

Part V

ACTION: Notified supervisor/other: Lemmon, Ed Director

07/29/2023

Supervisor response: _____

Part VI

Comments / Additional Information: _____

UNIT: 3rd floor

Reno / LVN coverage 1st - 7-29-2023
2nd day - 7-30-2023

SHIFT: 1900 - 0730



DATE: 7-30-2023

Fax to: 714-970-5133

UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS
ST. FRANCIS REGISTERED NURSES ASSOCIATION

Celestine Blalock RN STAFFING OBJECTIONS

E-MAILED JUL 31 2023

Part I

Nurse/s Employed at: Saint Francis Medical Center

Lourdes King RN Anlen Onildan RN

hereby protest my assignment as: Primary Nurse Charge Nurse LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will, under protest, attempt to carry out the assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that:

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech.; Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff
- No breaker
- OOR (# of pts per nurse) 6-7
- MICN with other Assignment (Trauma / Break relief)
- Other (please specify) STAFFING SAID WE COULD NOT BEACH ROOM AND TO DEAL WITH IT

Part III

Beds/Pt's: _____ Census of Unit: 32/36

Acuity: High Average Low Cleric Yes No

Part IV

| Shift | | Regular/Float Casual |
|----------|---|----------------------|
| RN | 6 | |
| LVN | 2 | |
| Aide | 7 | |
| Registry | | |

Staffing

No Charge Nurse
NO RESOURCE

Part V

TON: _____
Head supervisor/other: _____

Supervisor response: Aware "Deal with it"

DATE/TIME

Part VI

Comments / Additional Information: _____



Roxanne >



Thank you

Friday 17:47

Sandi, one thing I forgot to mention in my statement: our RN who floated to 6th floor tele was assigned 5 patients and 1 LVN coverage when she got there. She's a med-surg nurse!

7/27
NO tele

With no back up for the Tele portion?

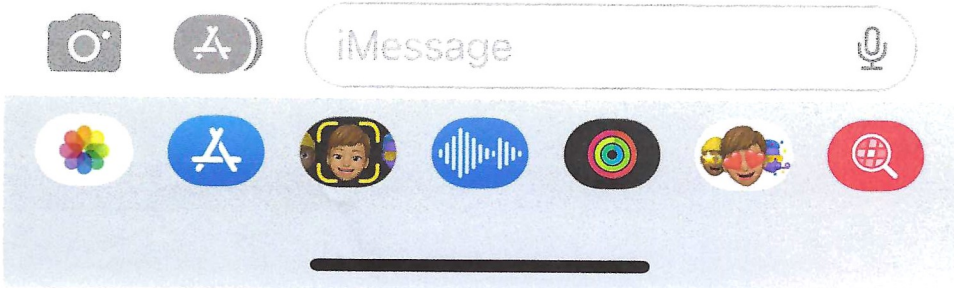
Not sure, I will ask her. It was Donna Lim. She told me she wrote a staffing object last night too

Will check thanks

She said monitor tech read her strips. No charge, no breaker, no CNA. Some nurses were 1:5, some 1:4

Thank you!

Delivered



19:59



stroke chytam



Peggy >



Yes

Today 16:44

Could you text me a short statement about getting the pt from cath lab without training?

Today 18:18



I was assigned 3218 this week
A pt with an Ekos..... I had never even heard of the device nor did I know how to monitor it or troubleshoot its beeps. The night Rn was familiar so she gave me a short inservice but I still felt inadequate. Dina too. She got the pt from cath lab. I had them the following day

The pt required TPA blouses and for stroke we are put 1:1..... not with this pt

Thank you

Delivered



iMessage



Sendle

7/27/23 Night shift 5th floor

- Arrived to floor, clocked in, 3 RNs and 2 LVNs on the floor. RN 1:6 with 4 LVN coverages (1:10 total). 1 RN was floated to 6th floor. Staffed for 30. 1 CNA sent to 7th floor, 1 to sit, therefor no CNA on the floor.
- Called house supervisor Teresa at 1915, on speaker with RNs Lorenzo, Oh Choi, and Wu. Stated we are refusing report and admissions due to unsafe ratio. Instructed to call director January Mendoza to notify of unsafe condition.
- Called January Mendoza after speaking with house supervisor. Suggesting to accept assignment, that management "is working on hiring staff and travelers." She also stated that the LVN coverages should be "appropriate and not difficult", however, some LVN coverages have many IV medications throught the night. (Therefore more apprpriate from RN.) RN Lorenzo questioned what they are going to do ****NOW**** to improve unsafe condition. Director stated she will call Gina.
- Per January, authorizes us to refuse any more admissions/transfers.
- Director authorized LVN from day shift to stay until 0200, and 1 LVN to come in early from day shift. RN ratio now 1:5, however now covering LVN for 5 (Total 1:10).
- CNA who was sent to 7th floor was sent back to 5th floor. Was told she would be a sitter but ended up being on the floor, so she was sent back.

-R. Lorenzo RN

STH

E-MAILED JUL 28 2023